

**TE PUKE** HIGH SCHOOL



**Aim High**

Whaia Te Matauranga Tiketike

**2024-2025 Strategic Plan**

**2024 Annual Implementation Plan**

## Guiding Principles/Nga Mātāpono

### Vision/Anga Whakamua

Rapua te huarahi ki te tiketike oranga mutunga kore.

Inspiring our students and staff to realise their potential through being future-focussed, lifelong learners who have a strong sense of identity.

### Mission/Te Manawanui

Kia tu rangatira i roto i tenei ao.

To engage and challenge each and every learner to fulfil the Core Values.

### Core Values/Ngā Uaratanga

Ma te mohio ka marama whaia kia mau.

Respect	Responsibility	Relationships	Resilience	Realising Potential
<ul style="list-style-type: none"><li>• Value Learning</li><li>• Value People</li><li>• Value Culture</li><li>• Value Property</li><li>• Value Manners</li></ul>	<ul style="list-style-type: none"><li>• Be Willing &amp; Ready to Learn</li><li>• Taking Ownership</li><li>• Managing Self</li><li>• Be Accountable</li><li>• Be Punctual</li></ul>	<ul style="list-style-type: none"><li>• Positive Interactions</li><li>• Unconditional Inclusion</li><li>• Mutual Trust</li><li>• Collaboration</li><li>• Effective Teamwork</li></ul>	<ul style="list-style-type: none"><li>• Be Determined</li><li>• Persevere</li><li>• Be Motivated</li><li>• Kia Kaha</li><li>• Push Yourself</li></ul>	<ul style="list-style-type: none"><li>• Aim High</li><li>• Get Involved</li><li>• Work Hard</li><li>• Be Positive</li><li>• Celebrate Success</li></ul>



<b>Strategic Goal</b>		
To improve student, staff, whānau, iwi and community engagement.		
	<b>2024</b>	<b>2025</b>
<b>Objectives</b>		
<b>1. Kāhui Ako (Community of Learning)</b> NELPs: 1, 2, 3, 4, 5, 6, 7	1.1 To continue to support the kaupapa of Te Puke Kāhui Ako focussed on improving engagement and achievement of students at Te Puke High School.	To continue to support the kaupapa of Te Puke Kāhui Ako focussed on improving engagement and achievement of students at Te Puke High School.
	1.2 To continue to support the development of the Ara Rumaki class (Te Ara Poutama) in Te Puke High School.	To continue to support the development of the Ara Rumaki class (Te Ara Poutama) in Te Puke High School.
	1.3 To facilitate the development of a new strategic plan for Te Puke High School.	To implement the new strategic plan for Te Puke High School.
<b>2. Wānanga (Learning)</b> NELPs: 1, 2, 3, 4, 5, 6	2.1 To support the Curriculum Design Roopu to review the 2023 curriculum and timetable and to review the implementation of NCEA Level 1 courses for 2024.	To support the Curriculum Design Roopu to implement 2025 changes to the curriculum/timetable and the NCEA Level 2 changes.
	2.2 To support the implementation of the new NCEA Literacy and Numeracy requirements.	To continue to support the implementation of NCEA Literacy and Numeracy requirements.
	2.3 To further develop culturally sustaining practices at Te Puke High School in collaboration with our Kāhui Ako our local iwi, our ākonga, local organisations, and other community groups.	To embed culturally sustaining practices at Te Puke High School in collaboration with our Kāhui Ako our local iwi, our ākonga, local organisations, and other community groups.
<b>3. Whanaungatanga (Relationships)</b> NELPs: 1, 2, 3, 5, 6, 7	3.1 To review and support further development of the staff and student Hauora & Wellbeing Committees.	To continue to support further development of the staff and student Hauora & Wellbeing Committees.
	3.2 To review the current Attendance model and develop and implement an effective system that is applied consistently at TPHS and supports Kāhui Ako initiatives.	To continue the development and implementation of the current Attendance model and develop and implement an effective system that is applied consistently at TPHS and supports Kāhui Ako initiatives.
	3.3 To develop more ways to celebrate Student Success and implement formal assemblies to encourage student achievement.	To continue to development of more ways to celebrate Student Success and implement formal assemblies to encourage student achievement.
	3.4 To investigate and build Community Relationships and Networks that will enhance and support our students' learning pathways and career opportunities.	To continue to investigate and build Community Relationships and Networks that will enhance and support our students' learning pathways and careers opportunities.
<b>4. Manākitanga (Caring)</b> NELPs: 1, 2, 3, 4, 5, 6, 7	4.1 To co-ordinate the Student Support Services within the school. Supporting a needs-based approach to student support within Te Puke High School structures and staffing.	To oversee the student support services offered by outside agencies to ensure the needs are being met by the resourcing available.
	4.2 To liaise and co-ordinate with outside agencies to enhance the Student Support Services within Te Puke High School. Further developing the relationships with outside agencies to provide extra support that is required by students at TPHS.	To oversee the student support services offered by outside agencies to ensure the needs are being met by the resourcing available.
	4.3 Re-evaluate and redevelop the role and purpose of HOHs and Ngā Puna at TPHS in relation to the changing dynamic of Pastoral Care of Students at Te Puke High School.	To continue the implementation of the redevelopment of the role of the HOHs and Small Groups at TPHS.
	4.4 Oversee Alternative Education to ensure that we are providing a meaningful programme which effectively transitions students back into school or into a career pathway.	To continue to oversee the student support services to ensure the educational and pastoral needs are being met within the Alternative Education Programme.

# TE PUKE HIGH SCHOOL

## 2024 School Annual Plan and Report - Kāhui Ako (Community of Learning) - LDL



**Aim High**  
Whaia Te Matauranga Tiketike

<b>Portfolio</b>	Kāhui Ako (Community of Learning)						
<b>Strategic Goal</b>	To improve student, staff, whānau, iwi and community engagement.						
<b>Objectives</b>	<p>1.1 To continue to support the kaupapa of Te Puke Kāhui Ako focussed on improving engagement and achievement of students at Te Puke High School.</p> <p>1.2 To continue to support the development of the Ara Rumaki class (Te Ara Poutama) in TPHS.</p> <p>1.3 To facilitate the development of a new strategic plan for Te Puke High School.</p>						
<b>NELPs:</b>	<input checked="" type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input checked="" type="checkbox"/> 3	<input checked="" type="checkbox"/> 4	<input checked="" type="checkbox"/> 5	<input checked="" type="checkbox"/> 6	<input checked="" type="checkbox"/> 7
<b>Historical Background</b>	<p>During the second-half of 2020, the Board of Trustees and Senior Leadership Team worked together to review the current Charter, including the Strategic Plan for the next three years. The National Education Learning Priorities (NELPs) were used to help guide our review process.</p> <p>As a result of the review, it was agreed that the school will focus on one strategic goal; “To improve student, staff, whānau, iwi and community engagement.” This goal aligns with the Guiding Principles, Objectives and Outcomes expected of Ka Hikitia – Ka Hāpaitia The Māori Education Strategy (2020).</p> <p>Senior Leaders would be responsible for developing an annual plan for their respective portfolios in relation to the ‘engagement’ strategic goal.</p> <p>In 2021, Te Puke Kāhui Ako provided a cohesive coordinated approach to supporting cultural responsive and relational pedagogy through the Across School and Within School Leaders. In addition, there was a coordinated approach to Learning Support Coordinators with schools referring students who needed extra support. Towards the end of 2021, the strategic plan and achievement challenges were reviewed. In addition, new Across School Leaders were interviewed and appointed to help facilitate the approach to address the revised achievement challenges.</p>						

Objectives	Actions	Responsibilities	Resources	Evidence	Completion Date
<p>1.1 To continue to support the kaupapa of Te Puke Kāhui Ako focussed on improving engagement and achievement of students at Te Puke High School.</p>	<p>1.1a To support the leadership and kaupapa of Te Puke Kāhui Ako.</p> <p>1.1b To contribute to the development of agreed shared actions of the schools in our Kāhui Ako.</p> <p>1.1c To support the work of the Across School Leaders (ASL) and Within School Leaders (WSL).</p>	<p>LDL</p>	<p>Attend Kāhui Ako meetings.</p> <p>Attend meetings with our ASL and WSLs.</p>	<p>Minutes of meetings attended.</p> <p>Reports to the Board of Trustees.</p>	<p>Throughout the year.</p>
<p>1.2 To support the development of the Ara Rumaki class (Te Ara Poutama) in Te Puke High School.</p>	<p>1.2a To demonstrate open support for the kaupapa of the Ara Rumaki class.</p> <p>1.2b To support the work of the LOL Māori and Kaiako of the Ara Rumaki class.</p>	<p>LDL</p>	<p>Staff meetings Kaimahi meetings</p>	<p>Minutes of meetings attended.</p> <p>Reports to the Board of Trustees.</p>	<p>Throughout the year.</p>

<p>1.3 To facilitate the development of a new strategic plan for Te Puke High School.</p>	<p>1.3a Develop and facilitate a process for consulting with our school's stakeholder groups: Staff, Students, Parents/Caregivers, Iwi, and Community.</p>	<p>LDL, SLT</p>	<p>Organise and lead consultation meetings. Organise and lead the analysis of the data. Organise and lead the development of the new Strategic Plan.</p>	<p>Data gathered. Reports to the Board of Trustees.</p>	<p>Throughout the year.</p>
	<p>1.3b Organise and facilitate stakeholder feedback on what actions need to be taken at our school to fulfil the NELPs.</p>	<p>LDL, SLT</p>			
	<p>1.3c Facilitate the analysis and sense making of the data.</p>	<p>LDL, SLT, Board</p>			
	<p>1.3d Facilitate the development of the new Strategic Plan.</p>	<p>LDL, SLT, Board</p>			

# TE PUKE HIGH SCHOOL

## 2024 School Annual Plan and Report

### - Wānanga (Learning) - THP



**Aim High**  
Whaia Te Matauranga Tiketike

<b>Portfolio</b>	Wānanga (Learning)						
<b>Strategic Goal</b>	To improve student, staff, whānau, iwi and community engagement.						
<b>Objective</b>	<p>2.1 To support the Curriculum Design Roopu to review the 2023 curriculum and timetable and to review the implementation of NCEA Level 1 courses for 2024.</p> <p>2.2 To support the implementation of the new NCEA Literacy and Numeracy requirements.</p> <p>2.3 To further develop culturally sustaining practices at Te Puke High School in collaboration with our Kāhui Ako our local iwi, our ākonga, local organisations, and other community groups.</p>						
<b>NELPs:</b>	<input checked="" type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input checked="" type="checkbox"/> 3	<input checked="" type="checkbox"/> 4	<input checked="" type="checkbox"/> 5	<input checked="" type="checkbox"/> 6	<input type="checkbox"/> 7
<b>Historical Background</b>	<p>During the second-half of 2020, the Board of Trustees and Senior Leadership Team worked together to review the current Charter, including the Strategic Plan for the next three years. The National Education Learning Priorities (NELPs) were used to help guide our review process.</p> <p>As a result of the review, it was agreed that the school will focus on one strategic goal; “To improve student, staff, whānau, iwi and community engagement.” This goal aligns with the Guiding Principles, Objectives and Outcomes expected of Ka Hikitia – Ka Hāpaitia The Māori Education Strategy (2020).</p> <p>Senior Leaders would be responsible for developing an annual plan for their respective portfolios in relation to the ‘engagement’ strategic goal.</p>						

Objectives	Actions	Responsibilities	Resources	Evidence	Completion Date
<p>2.1</p> <p>To support the Curriculum Design Roopu to review the implementation of the 2023 curriculum and timetable and to review implementation of NCEA Level 1 courses for 2024.</p>	<p>2.1a</p> <p>Review the delivery of the junior curriculum and the timetable process for 2023.</p> <p>2.1b</p> <p>Facilitate the establishment of a timeline and action plan for 2024, to include strategic working groups.</p> <p>2.1c</p> <p>Research systems and practices that will enable culturally sustaining outcomes.</p> <p>2.1d</p> <p>Regularly feedback to staff, whānau and ākonga on progress.</p>	<p>THP</p> <p>THP</p> <p>Curriculum Design Roopu</p> <p>Curriculum Design Roopu</p>	<p>Regular Thursday fortnightly hui</p>	<p>Timetable structures</p> <p>Reports</p> <p>Other schools' NCEA course designs</p> <p>Meeting minutes</p> <p>Whānau, ākong and kaiako voice</p>	<p>End of 2024</p>



<p>2.2 To support the implementation of the new NCEA Literacy and Numeracy requirements.</p>	<p>2.2a Appoint a Literacy and Numeracy Co-ordinator.</p> <p>2.2b Establish Literacy Focus Group.</p> <p>2.2c Gather Year 9 and 10 2023 literacy data and initiate teacher collaborative inquiry to accelerate target students.</p> <p>2.1d Lead literacy professional learning to support teacher collaborative inquiries.</p> <p>2.1e Support our MST to work with kaiako, to accelerate 60 ākonga in Maths.</p> <p>2.1f Continue to implement the Aim High Reading programme.</p>	<p>SLT</p> <p>THP</p> <p>Literacy Focus Group</p> <p>Literacy Focus Group</p> <p>THP and MDO</p>	<p>Release time for co-coordinators</p>	<p>a asTTle data</p> <p>OTJs</p> <p>NCEA Literacy and Numeracy results</p> <p>Ākonga voice</p> <p>Teacher Collaborative Inquiry</p>	<p>End of 2024</p>
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	2.3c Continue to support kaiako to develop their understanding of what works for Pacific and ESOL learners.	PNA and ESOL team			
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<b>Portfolio</b>	Whanaungatanga (Relationships)						
<b>Strategic Goal</b>	To improve student, staff, whānau, iwi and community engagement.						
<b>Objective</b>	<p>3.1 To review and support further development of the staff and student Hauora &amp; Wellbeing Committees.</p> <p>3.2 To review the current Attendance model and develop and implement an effective system that is applied consistently at TPHS and supports Kāhui Ako initiatives.</p> <p>3.3 To develop more ways to Celebrate Student Success and implement formal assemblies to encourage student achievement.</p> <p>3.4 To investigate and build Community Relationships and networks that will enhance and support our students' learning pathways and careers opportunities.</p>						
<b>NELPs:</b>	<input checked="" type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input checked="" type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 5	<input checked="" type="checkbox"/> 6	<input checked="" type="checkbox"/> 7
<b>Historical Background</b>	<p>During the second-half of 2020, the Board of Trustees and Senior Leadership Team worked together to review the current Charter, including the Strategic Plan for the next three years. The National Education Learning Priorities (NELPs) were used to help guide our review process.</p> <p>As a result of the review, it was agreed that the school will focus on one strategic goal; “To improve student, staff, whānau, iwi and community engagement.” This goal aligns with the Guiding Principles, Objectives and Outcomes expected of Ka Hikitia – Ka Hāpaitia The Māori Education Strategy (2020).</p> <p>Senior Leaders would be responsible for developing an annual plan for their respective portfolios in relation to the ‘engagement’ strategic goal.</p> <p>In 2023 we celebrated Te Puke High School’s Centenary. Most of the events were held on-site allowing us to showcase the school and build long lasting networks and an Alumni within the community.</p>						

Objectives	Actions	Responsibilities	Resources	Evidence	Completion Date
3.1 To review and support further development of the staff and student Hauora & Wellbeing Committees.	3.1a Ensure places of learning are safe, inclusive and free from racism, discrimination and bullying.	SLT	Time and promotional resources	Less incidents dealt with	Ongoing
	3.1b Organise regular meeting schedules.	MGY	Time	Regularly scheduled meetings, usually twice a term unless urgent	End of Term 1
	3.1c Recruit staff and students from a cross section of areas.	MGY	Time	Diverse membership	End of Term 1
	3.1d Create an annual strategic plan to support staff & student hauora & wellbeing development that reflects staff and student needs.	H & W Committee	Time	Key tasks coordinated, planned and completed	Ongoing
	3.1e Review and support development of the group.	H & W Committee	Time	Feedback from our staff survey is enacted where appropriate	Ongoing

3.2 To review the current Attendance model and develop and implement an effective system that is applied consistently at TPHS and supports Kāhui Ako initiatives.	3.2a. Meet with HOHs to complete improvements to the system.	MGY, SLT, AAs, HOHs & LOLs	Meeting times	A priority list of events	End of Term 1
	3.2b To develop an attendance support model that is effective for all.	MGY, SLT, AAs, HOHs & LOLs	Meeting times	Kaiārahi Ngā Puna are comfortable using the system	Ongoing but end of
	3.2c To liaise and support the Kahui Ako attendance initiatives.		Meeting times	Annual calendar of events created and shared with community	End of Term 1
3.3 To review and implement further opportunities to Celebrate Student Success and encourage and acknowledge student achievement.	3.3a To liaise with AAs, HOHs and LOLs to review opportunities	MGY, SLT, AAs, HOHs & LOLs	Meeting times	A priority list of events	End of Term 1
	3.3b Develop celebratory occasions to acknowledge student achievements.	MGY, SLT, AAs, HOHs & LOLs	Meeting times	Opportunities to celebrate created	Ongoing throughout
	3.3c Create an annual calendar & promote with the community	MGY	Meeting times	Annual calendar of events created and shared with community	End of Term 1
3.4 To review current community	3.3a Have high aspirations for every	MGY & Kāhui Ako & SLT	Community consultation & meeting times	Improved contact with hwhānau	Ongoing

relationships and continue developing new community relationships.	learner/ākonga, and support these by partnering with their whānau and communities to design and deliver education that responds to their needs, and sustains their identities, languages and cultures.				
	3.3b Collaborate with industries and employers to ensure learners/ākonga have the skills and pathways to succeed in work.	MGY & Careers	Meeting times	Connections made	Ongoing
	3.3c Meet with TP business community & EPIC.	MGY & Careers	Meeting times	Connections made	Ongoing
	3.4d Establish a database of community supporters.	MGY & Careers	Meeting times	Database created	Ongoing
	3.4e Promote opportunities to connect.	MGY	Meeting times & funding	Schedule meetings	Ongoing

# TE PUKE HIGH SCHOOL

## 2024 School Annual Plan and Report

### - Manaakitanga (Caring) - AUS



**Aim High**  
Whaia Te Matauranga Tiketike

<b>Portfolio</b>	Manākitanga (Caring)						
<b>Strategic Goal</b>	To improve student, staff, whānau, iwi and community engagement.						
<b>Objective</b>	<p>4.1 To co-ordinate the Student Support Services within the school. Supporting a needs-based approach to student support within Te Puke High School structures and staffing.</p> <p>4.2 To liaise and co-ordinate with outside agencies to enhance the Student Support Services within Te Puke High School. Further developing the relationships with outside agencies to provide extra support that is required by students at TPHS.</p> <p>4.3 Re-evaluate and redevelop the role and purpose of HOHs and Ngā Puna at TPHS in relation to the changing dynamic of Pastoral Care of Students at Te Puke High School.</p> <p>4.4 Oversee Alternative Education to ensure that we are providing a meaningful programme which effectively transitions students back into school or into a career pathway.</p>						
<b>NELPs:</b>	<input checked="" type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input checked="" type="checkbox"/> 3	<input checked="" type="checkbox"/> 4	<input checked="" type="checkbox"/> 5	<input checked="" type="checkbox"/> 6	<input checked="" type="checkbox"/> 7
<b>Historical Background</b>	<p>During the second-half of 2020, the Board of Trustees and Senior Leadership Team worked together to review the current Charter, including the Strategic Plan for the next three years. The National Education Learning Priorities (NELPs) were used to help guide our review process.</p> <p>As a result of the review, it was agreed that the school will focus on one strategic goal; “To improve student, staff, whānau, iwi and community engagement.” This goal aligns with the Guiding Principles, Objectives and Outcomes expected of Ka Hikitia – Ka Hāpaitia The Māori Education Strategy (2020).</p> <p>Senior Leaders would be responsible for developing an annual plan for their respective portfolios in relation to the ‘engagement’ strategic goal.</p>						



Objectives	Actions	Responsibilities	Resources	Evidence	Completion Date
4.1 To co-ordinate the Student Support Services within the school. Supporting a needs-based approach to student support within Te Puke High School structures and staffing.	4.1a To meet with Morgyn, Aleisha and Kate at the beginning of the year to evaluate the previous year's needs and how these needs were met.	AUS, Morgyn, Kate and Aleisha	Time to meet, Annual report from guidance.	Annual Guidance report.	End of March 2024
	4.1b To evaluate the needs of our students and assess whether our current services are meeting the needs of the students.	AUS, Morgyn, Kate, Aleisha, Rhonda, Monique.	Time to meet, Annual report from guidance.	Annual Guidance report.	End of April 2024
	4.1c To support the Learning Support Coordinators.	AUS, Rhonda, Monique.	Regular meeting time.		End of Term 1 2024
4.2 To liaise and co-ordinate with outside agencies to enhance the Student Support Services within Te Puke High School. Further developing	4.2a To meet with Morgyn, Aleisha, Kate, Rhonda and Monique at the beginning of the year to evaluate the previous year's	AUS, Morgyn, Kate, Aleisha, Rhonda and Monique.	Meeting.	Meeting minutes	April 2024

<p>the relationships with outside agencies to provide extra support that is required by students at TPHS.</p>	<p>needs and how these needs were met, making note of any shortcomings within our own resourcing and what other outside agencies are available and able to support our students.</p>				
	<p>4.2b To analyse what further agencies are available for supporting in areas that we are not able to cover within our own Student Support Structures.</p>	<p>Add to the list of agencies and approach them to see if they are able to assist with student support.</p>	<p>Database</p>	<p>Database</p>	<p>End of Term 1 2024</p>
	<p>4.2c To create further opportunities for our students to access outside agencies for support in relation to their needs.</p>	<p>AUS, Outside Agencies. Morgyn, Kate, Rhonda.</p>		<p>Database</p>	<p>End of Term 1 2024</p>

4.3 Continue to evaluate and redevelop the role and purpose of HOHs and Ngā Puna Time at TPHS in relation to the changing dynamic of Pastoral Care of Students at Te Puke High School.	4.3a HOH review meeting to discuss and evaluate the year.	AUS, HOHs	Resources. Review afternoon		End of Term 1 2024
	4.3b Provide Staff PL re Houses throughout 2024	AUS, LDL, HOHs	PL Time	PL	Throughout 2024
	4.3c Gain student feedback through feedback of Nga Puna Structure at TPHS after redevelopment of Nga Puna.	AUS, HOHs	Google Survey	Survey	End 2024
4.4 Oversee Alternative Education to ensure that we are providing a meaningful programme which effectively transitions students back into school or into a career pathway.	4.4a Regular contact slot with AE staff-evaluating goals with staff.	AUS, Rob Veale	Visits to AE	Planning, minutes	Regularly throughout 2024
	4.4b Regular contact with AE students evaluating their pathways to transitioning back to school or workforce.	AUS, Rob Veale	Visits to AE	Pathway planning - goal sheets.	Regularly throughout 2024